Commander's Conference Training Workshop

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DCMC-BG
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Where We Left Off

- November Conference We Discussed:
  - Problems With Training Program
    - Too Expensive
    - Out of Sync with Business Process
    - Inadequate Management Information

- Concluded With, Where Do We Go From Here:
  - Finalize Overarching Training Plan
  - Charter Training ESG
  - Integrate Requirements and Budget Plans
  - Implement Integrated Process

Agenda

Part I

➢ Provide An Update On Our Progress With:

- Training Plan
- Training Executive Steering Group
- Integration with Planning Process

Part II

- Provide a Nuts and Bolts Discussion of the Training Planning and Execution Process

Training Plan - Goals

- Provide Just-in-Time Tools and Information to Implement
  - Process change
- Enhance Core Technical and Business Competencies
- Offer Professional Development Opportunities
- Fulfill Requirements Mandated by Statute, Regulation and
  - Customers

Training Plan - Challen

- Providing Training to Large Global Workforce
- Effectively Dealing with Rapidly Changing Acqui
  Environment
- Efficiently Utilizing Constrained Fiscal Resource
- Relying on DAU and External Resources

Training Plan - Structu

- Training Needs Framework
- Integrated Training Management
- Distributed Learning
- Annual Execution Planning
- Executive Steering Group
- Training Metrics

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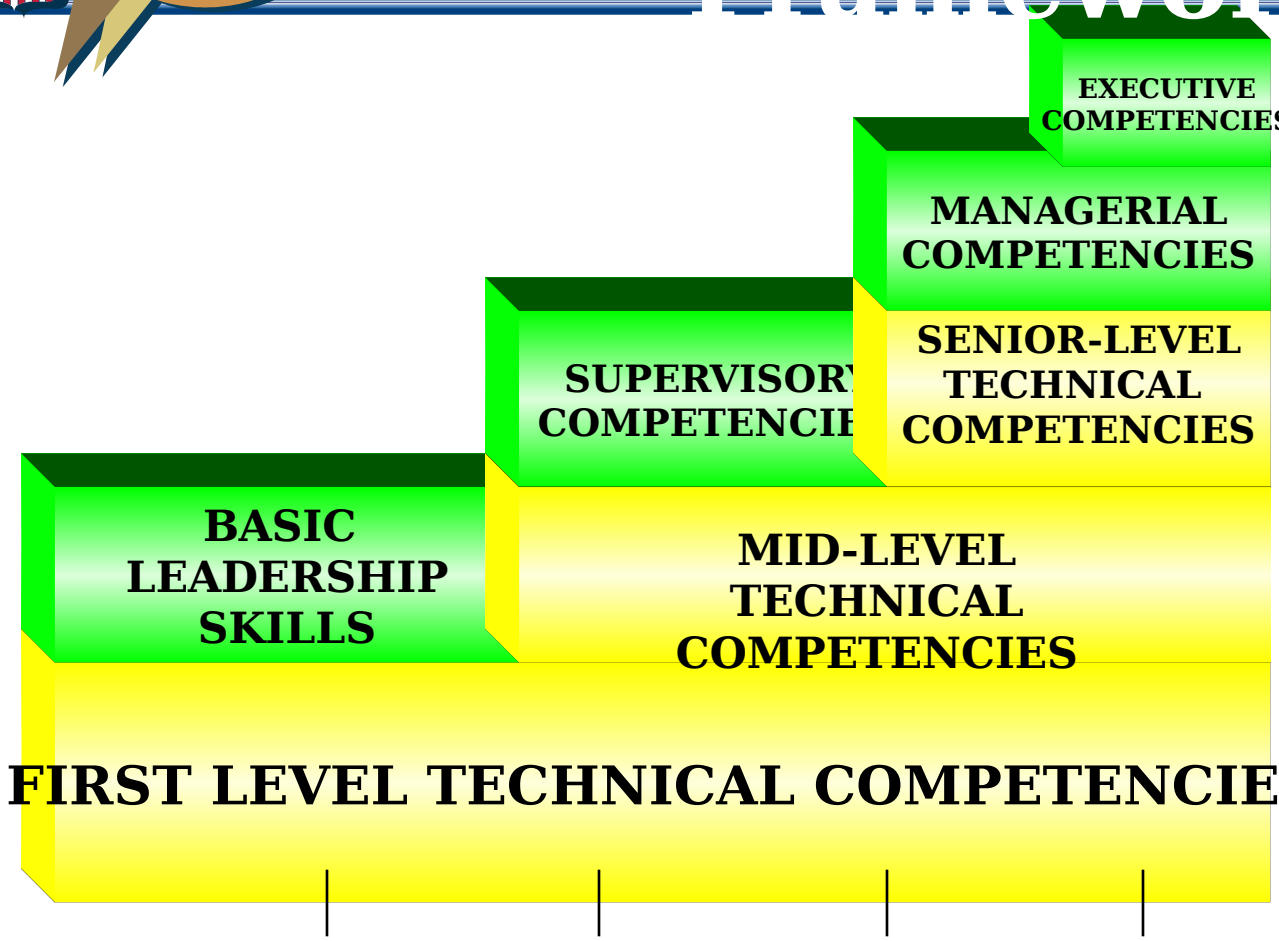


LEVEL 1 ***LEVEL 2*** ***LEVEL 3***

SENIOR MANAGEMENT

EXAMPLES:

DLAMP

FEI

EXECUTIVE DEVELOPMENT

ICAF

ACQUISITION CORPS

SENIOR SERVICE SCHOOLS

DOD EXECUTIVE LEADERSHIP COURSE

DAWIA LEVEL III

SPDP LEVEL III

MLDP

DAWIA LEVEL II

COMMODITY CERTS

DAWIA LEVEL I

INTERN PROGRAM

XXI

ENABLE PEOPLE TO EXCEL

STRATEGIC GOAL

EC

- PRIORITIES
- TRADE OFFS

- MORE FIXED
- LONGER RANGE

TRAINING EXECUTIVE STEERING GROUP

- SHORT TO MID-RANGE
- MORE VARIABLE

CORE COMPETENCY MANAGEMENT

PROCESS DEPLOYMENT

IPPD

BOTTOM UP REQUIREMENTS

- DAWIA
- COMMODITY CERTIFICATIONS
- SPDP
- DLAMP

TOP DOWN REQUIREMENTS

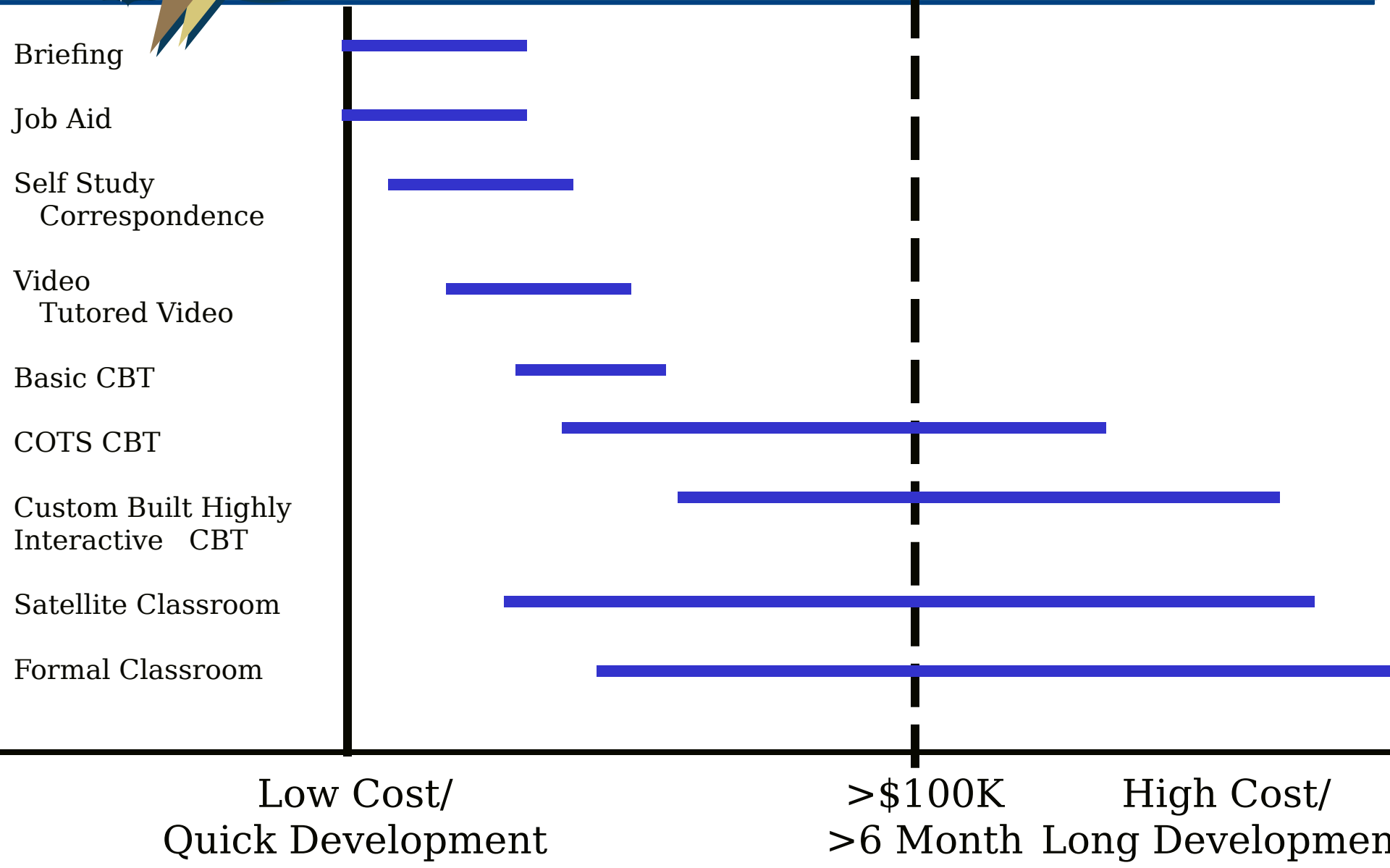
- NEW POLICY
- NEW SYSTEMS
- MRMs
- RISK MANAGEMENT
- PAPERLESS

BUSINESS PLANNING CYCLE

Distributed Learning

- Need to Train Widely Dispersed Workforce
- Training Resources Continue to be Constrained
  While Training Requirements Increase
- We Now Have Options Available for Training
  Delivery
- Based on Training Need May Have Hybrid or
  Optional Delivery Methods

Delivery Options



Budget Planning Cycle - Training Milestones

Oct-Dec

Draft Business Plan

Perf Eval/ IDP update

Jan - Feb

FTE and budget targets developed

Field Identifies Training Requests based on Gap Analysis, IDPs, etc.

Mar

Planning Workshop

District validates Training Requirements

Field Submits to Districts

May

Field submits draft plan

DAU Quota Req Submitted

Hqs and Districts Proposed Plans to include training

Jul/Aug

BPT/RUC approves

ESG Recommends Allocations

DAU Quotas Requirements Received

Oct

Implement

Districts Lays Out Execution Sched

Executive Steering Gro

RUC PROCESS

FUTURE VISION

SENIOR LEVEL REPRESENTATION ACROSS ORGANIZATION

BROAD INSIGHT

DCMC-O

- MRMS STRATEGIC PLAN
- POLICY CHANGES
- SFAs
- REFORM INITIATIVES

DCMC-B

- BUSINESS PLAN
- POM
- FTEs
- BUDGETS

DCMC-P

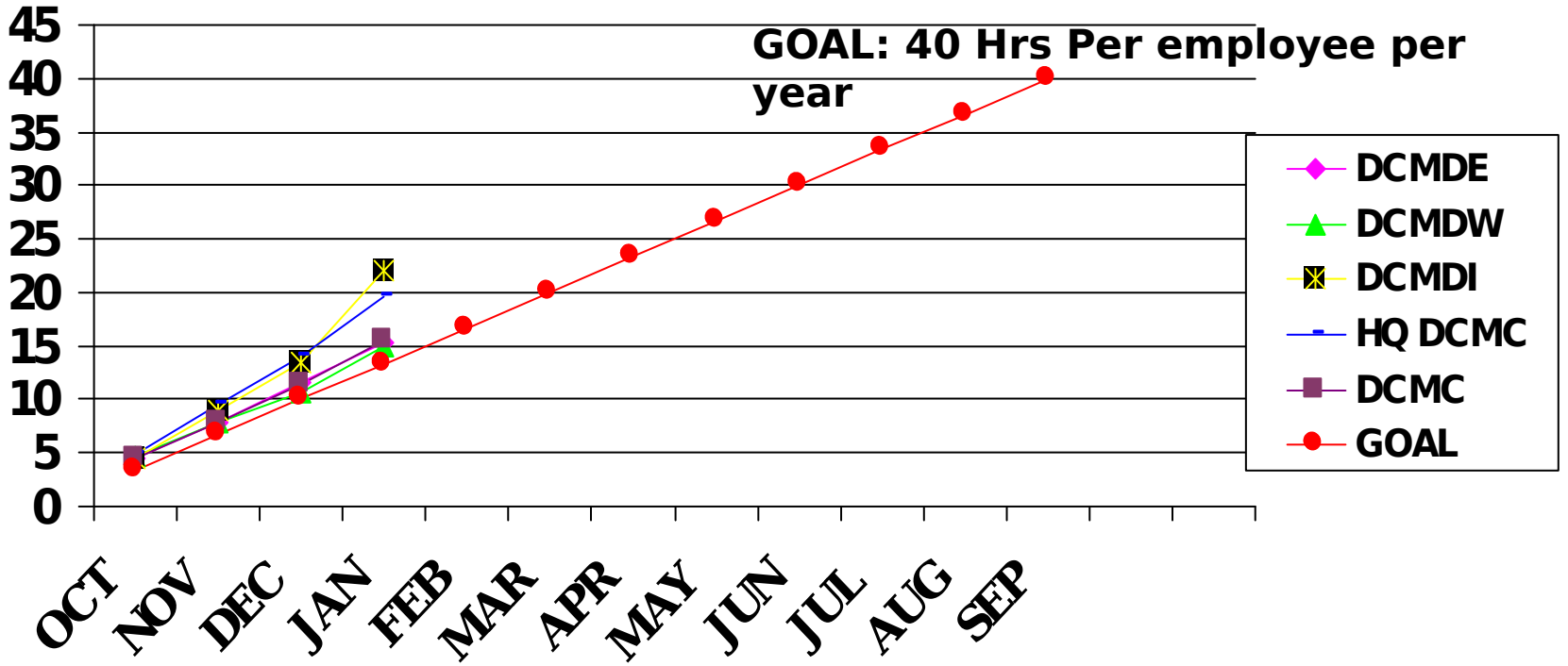
- CUSTOMER NEEDS
- PRIVITIZATION
- MAJOR PROGRAM CHANGES

- IT
- SPS
- EDW
- INFRASTRUCTURE

Training Metrics

- Training Hours
- DAWIA Certifications
- DAU Quota Usage

3.1.6 Training Hours Per Employee Per Year

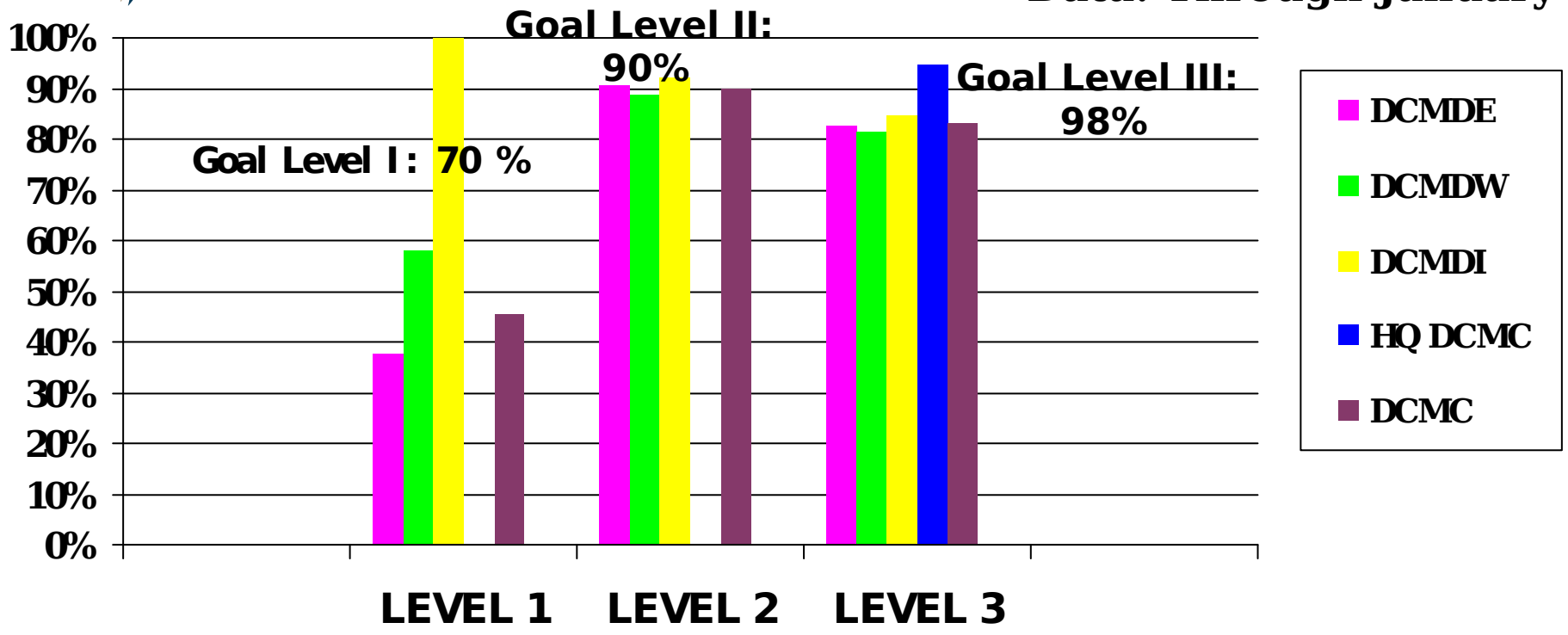


	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
DCMDE	4.52	7.85	11.63	15.36								
DCMDW	4.58	7.79	10.73	14.89								
DCMDI	4.46	8.91	13.41	22.04								
HQ DCMC	4.77	9.54	14.09	19.66								
DCMC	4.55	7.90	11.37	15.52								
GOAL	3.33	6.66	10.00	13.33	16.66	20.00	23.33	26.66	30.00	33.33	36.66	40.00

3.1.4 DAWIA Certification Percentage

Meets Position Requirements

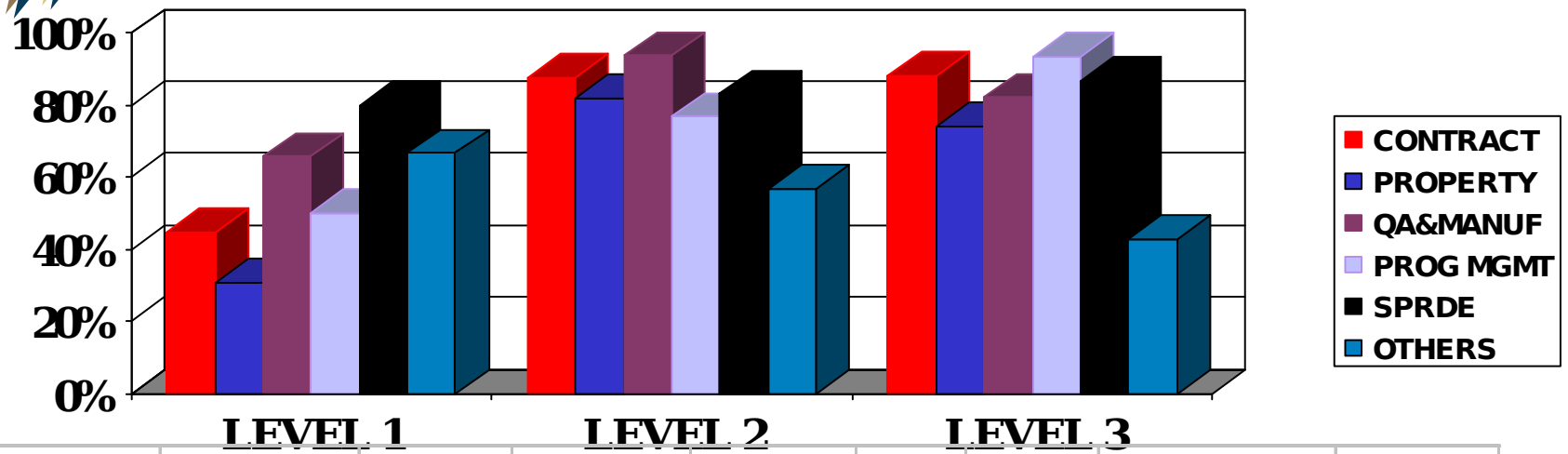
Data: Through January 9



			LEVEL - 1				LEVEL - 2					LEVEL - 3			
	DCMDE	DCMDW	DCMDI	HQ DCMC	DCMC	DCMDE	DCMDW	DCMDI	HQDCMC	DCMC	DCMDE	DCMDW	DCMDI	HQ DCMC	DCMC
Total	77	31	4	0	112	4387	3208	270	0	7865	743	440	59	93	1335
Meets Pos	29	18	4	0	51	3966	2844	249	0	7059	615	358	50	88	1111
% Meets	37.66	58.06	100	0	45.54	90.4	88.65	92.22	0	89.75	82.77	81.36	84.75	94.6	83.22

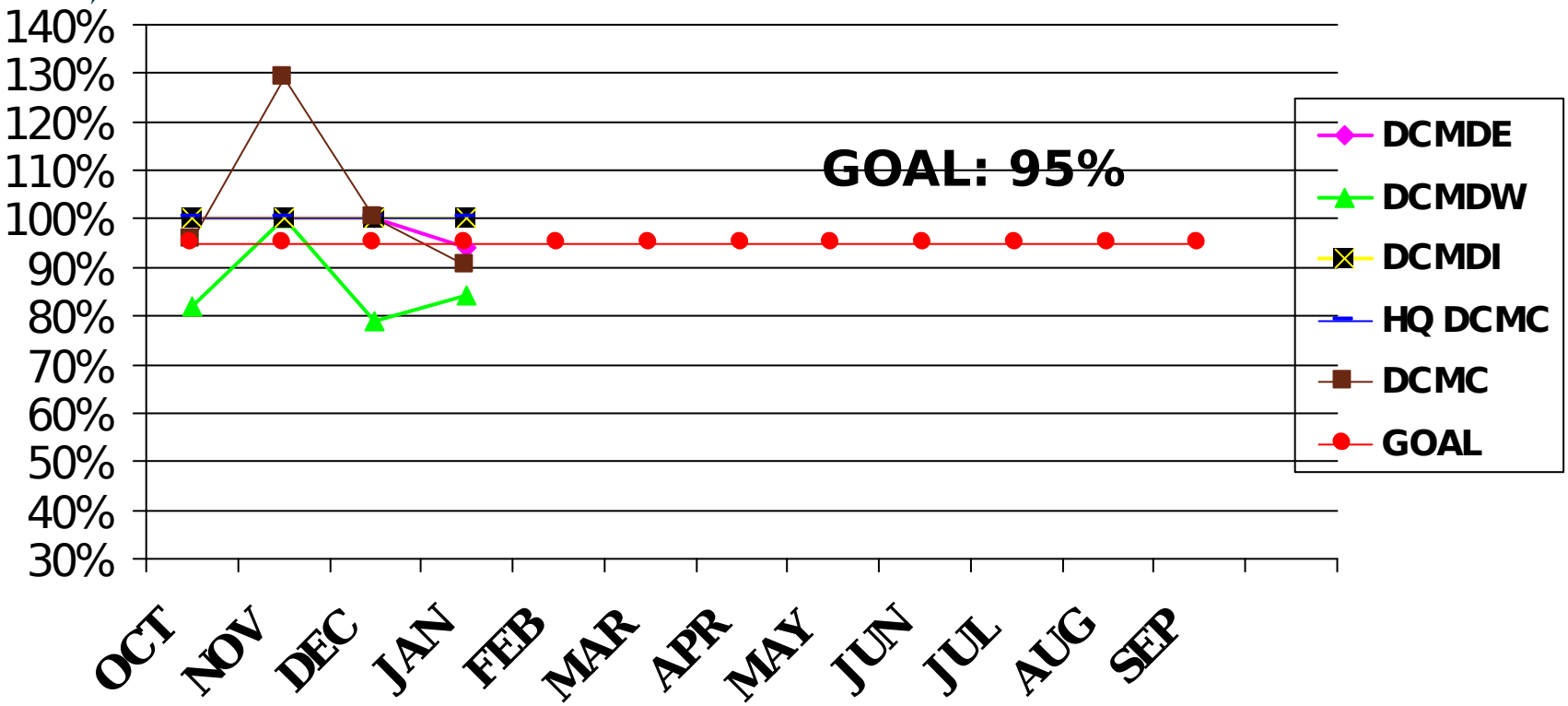
DCMC-Wide DAWIA Certification

Meets Position Requirements - 1st Qtr FY99



	CONTRACTING	PROPERTY	QA & MANUF	PROG MGMT	SPRDE	OTHERS	TOTAL	GOAL
LEVEL 1 TOTAL	87	13	32	2	5	21	160	
Meets Pos	39	4	21	1	4	14	83	
Delta	48	9	11	1	1	7	77	
%Meets	44.83%	30.77%	65.63%	50.00%	80.00%	66.67%	51.88%	70.00%
LEVEL 2 TOTAL	1935	300	4721	169	507	38	7670	
Meets Pos	1697	245	4425	130	422	21	6940	
Delta	238	55	296	39	85	17	730	
%Meets	87.70%	81.67%	93.73%	76.92%	83.23%	55.26%	90.48%	90.00%
LEVEL 3 TOTAL	578	31	428	93	130	12	1272	
Meets Pos	512	23	353	87	113	7	1095	
Delta	66	8	75	6	17	5	177	
%Meets	88.58%	74.19%	82.48%	93.55%	86.92%	58.33%	86.08%	98.00%

XXL 3.1.3 DAU Quotas Usage Percentage



	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
	Used/Allocated	Used/Allocated	Used/Allocated	Used/Allo						
DCMDE	13/13	24/23	13/13	49/52=94						
DCMDW	45/55	4/0	26/33	80/95=84						
DCMDI	7/0	3/1	13/6	4/0=100						
HQ DCMC	0/0	0/0	0/0	0/0=100						
DCMC	65/68(95.59%)	31/24(129.17%	52/52(100%)	133/147=91						
Goal	95%	95%	95%	95%	95%	95%	95%	95%	95%	95%

Part II

Training Workshop
District/CAO
Perspective

Discussion Areas

- Resource Planning
- DAU/Course Management
- Metrics

Resource Planning

- Training Needs Assessment
  - ➢ District Process For Requesting Requirements Data
  - How CAO Collects and Submits Data
    - Sources of Training Data
    - Local Review/Endorsement of Requirements

- Performance Contract - Training
  - District Process For Requesting Training Data
  - CAO Training Coordinator Role

- Training Execution Plan
  - District Process For:
    - Developing Execution Plans
    - Reporting Execution Status To DCMC HQ
  - CAO Process For:
    - Developing Execution Plans
    - Reporting Execution To District

DAU/Course Management

- District Process for Collecting, Analyzing, and Distributing Course Quotas
  - HROC Policy
  - District Criteria
  - DLA Training Application

- CAO Process For Filling Quotas Allocated from District
  - CAO Criteria For Selecting Attendees
  - How CAO Fits into HROC/District Loop
    - ATRRS Sheet
    - Student Travel Requests
    - Substitutions/No Shows

Metrics

- District Data Sources/Reporting Process For:
  - DAWIA Certification
  - Training Hours Per Person
  - DAU Quota Usage

- District Process For Reviewing Metric Data
- District Process For Notifying Pacing CAOs

- CAO Data Sources/Reporting Process For:
  - DAWIA Certification
  - Training Hours Per Person
  - DAU Quota Usage

Recommendations

- Recommendations For Improved District/CAO Communications
  - Periodic Review/Update of Data in Training System
  - Communication with District Process Owner for Tra Metrics
  - Improved Visibility into Requirements Changes/Upd